



# Program Year 2014 TN Agriculture Outreach Plan DRAFT



*Wagner-Peyser (W-P) Agricultural Outreach Plan: As required in W-P regulations at 20 CFR 653.107, each State Workforce Agency (SWA) must develop an annual outreach plan (AOP), describing its strategies on how to contact Migrant and Seasonal Farm Workers (MSFWs) who are not being reached by the normal intake activities conducted by local offices. The AOP also describes the activities planned for providing the full range of employment and training services to the agricultural community, both MSFWs and agricultural employers, through the American Job Center (AJC) network.*

## ASSESSMENT OF NEED

### PREVIOUS YEAR'S AGRICULTURE ACTIVITY

Tennessee's agricultural sector includes farming and related industries, as well as value-added food and fiber products, processing, and manufacturing. Tennessee's agriculture accounts for 10.5 percent of the state's economy and generates \$51.4 billion in output. Tennessee is ranked 9th in the United States for the number of farms. During 2012, there was a decrease by 1,300 in the number of farms to an estimated 76,000. Over 41 percent of Tennessee's total land area is in farmland (10.8 million acres), with cropland accounting for approximately 55 percent of farm land. About 347,000 Tennesseans are employed by agriculture, with 127,000 employed (both full and part-time) in agricultural production.

The state's top five agriculture commodities, cattle and calves, soybeans, broilers, corn, and cotton and cottonseed, comprise about two-thirds of the cash receipts from farm marketing. Crop cash receipts totaled \$2.30 billion with soybeans as the lead cash receipts of \$592 million. Tennessee's top ranking crops are soybeans, corn, wheat, cotton, tobacco, and hay. The following chart indicates Tennessee's major intensive crop activity in 2012.

2012 Crop	Unit	Acreage		Yield/ Acre	Production	
		Planted	Harvested		Total	Value
		(000) Acres		(000)	(000)	
Corn for Grain	bu.	1,040	960	85.0	81,600	599,760
Cotton, Lint	lbs. <sup>1</sup>	380	377	946	746	256,781
Hay, All	tons	-	1,765	2.01	3,551	313,680
Alfalfa	tons	-	15	3.40	51	9,180
All Other	tons	-	1,750	2.0	3,550	304,500
Soybeans	bu.	1,260	1,230	38.0	46,740	682,404
Tobacco, All	lbs.	-	23,900	2,218	53,000	119,745
Dark Fire-Cured	lbs.	-	6,900	3,100	21,390	56,256
Burley	lbs.	-	16,000	1,810	28,960	57,341
Dark Air-Cured	lbs.	-	1,000	2,650	2,650	6,148
Winter Wheat	bu.	420	340	63.0	21,420	145,656

<sup>1</sup>Cotton Production shown in 480 lb. net weight bales.

Source:USDA, National Agriculture Statistic Service Tennessee Field Office, Ellington Agriculture Center, May 2013.





## PREVIOUS YEAR MSFW ACTIVITY

Tennessee is considered a non-significant state for Migrant Seasonal Farm Workers (MSFW) as defined by the Department of Labor. This means that the state is not considered to have a large MSFW population, nor any significant local offices. Tennessee has provided service to 11 MSFW during Program Year (PY) 2012.

There are several factors that contributed to the limited number of MSFW workers; however one factor was the increase in H2-A workers. In 2012, agricultural employers placed 311 job orders, requesting a total of 4,616 H2-A workers. The amount of job orders decreased in 2013 to 261 job orders, requesting a total of 2,227 H2-A workers. The H-2A program continues to expand in response to employers' requests.

## PROJECTED NUMBER OF MSFW'S FOR 2013

Due to the increase in H2-A job orders and request for H2-A workers, Department of Labor and Workforce Development (TDLWD) does not anticipate an increase in MSFWs. However, TDLWD continues to expand the electronic information and services available within Tennessee's agricultural communities. The department's website, [www.jobs4tn.gov](http://www.jobs4tn.gov), contains a broad array of employment resources for job seekers and employers, and consistently seeks efforts to collaborate with public agencies and organizations to leverage resources to provide information about other community resources.

The department also continues its efforts to assist customers with limited English proficiency.

### DATA ANALYSIS



#### PY2012 AGRICULTURAL JOB ORDERS

# of agricultural job orders	311
# of agricultural openings rec'd	4,616
# of agricultural job orders filled	4,616
% filled	100%
# of interstate clearance orders rec'd	37
# of interstate clearance orders initiated	0

#### PY2013 AGRICULTURAL JOB ORDERS

# of agricultural job orders	261
# of agricultural openings rec'd	2,227
# of agricultural job orders filled by MSFWs	3
% filled	NA
# of interstate clearance orders rec'd	41
# of interstate clearance orders initiated	7



Year-to-date, TDLWD has processed 303 Agricultural job order applications with a total of 2,846 job openings, and 436 job referrals



## OUTREACH ACTIVITIES

Due to being a non-significant state, TDLWD has not been allocated with a large array of resources for MSFW outreach. Thus, the majority of outreach was implemented by the Tennessee Opportunity Programs (TOPS), 167 National Farm Worker Jobs Program (NFJP) grantees. However, TDLWD plans to assist TOPS with outreach services. The following portrays the various steps leading to an active enrollment in the TOPS:

1. Case managers reach out into farm communities and identify prospective candidates for the TOPS.
2. Once farm workers are identified, and they demonstrate a compelling interest to obtain new skills and pursue a different and more productive career track, intake applications are completed.
3. Eligibility documents are sought – including birth certificates, selective service registration documents, driver's licenses, work visas, etc.
4. Interviews are held, eligibility is confirmed and skill needs along with ABE and other service needs are identified. Additional interviews are conducted and testing of cognitive abilities is established. An IEP is developed and training and services are secured.
5. Core services are cooperatively arranged and training providers as well as service providers are identified.

If additional services are needed that are beyond the scope of TOPS training and employment and supportive services, the clients are given referrals to other programs such as Vocational Rehabilitation, Veterans Services, or Senior Corps Programs.

TDLWD's staff plans to coordinate with TOPS Directors and case managers to register MSFWs with the goal of notifying MSFWs of the services provided by the TN's American Job Centers (AJC) formerly known as One-Stop Career Centers. TDLWD will also coordinate with TOPS to utilize the mobile career coach units to bring TDLWD's services to MSFWs in their home communities. TDLWD plans to join the Tennessee Migrant Network Council, coalition established by TOPS, in efforts to provide MSFWs with a more comprehensive array of resources and services.

The Tennessee Monitor Advocate will collaborate with the NFJP grantees, public agencies, agricultural employer organizations and others in providing services to MSFWs to provide a cohesive continuum of services.

## AJC SERVICES TO MSFWs

TDLWD plans to work with TOPS case managers and other community and state agencies to locate and register more MSFWs with our system so that they may receive TDLWD's full array of services. TDLWD plans to:

- Use the [www.Job4TN.gov](http://www.Job4TN.gov) Web site for self and/or staff-assisted registration,
- Collaborate with the mobile units, and
- Provide a process for TOPS case managers to pre-register MSFWs with our Wagner-Peyser system prior to their arrival at the AJC, to ensure that all services are offered to as many MSFWs as possible.

In addition, TDLWD will offer migrant and seasonal farm workers (MSFWs) the full range of employment services, benefits and protections, including counseling, testing, job training, and referral services. MSFWs, on a proportionate basis, shall not receive fewer services than non-MSFWs. Area office staff will consider the preferences, needs, and skills of individual MSFWs and the availability of job and training opportunities.

All office staff will make job order information clear and available to MSFWs in all local offices. This information will include Job Bank information in local offices where it is available. Such information will be made available either by computer, hard copy, or other equally effective means. Each significant MSFW local office will provide adequate staff assistance to each MSFW to use the job order information effectively. In those offices designated as significant MSFW bilingual offices, such assistance will be provided to MSFWs in Spanish and English, wherever requested or necessary, during any period of substantial MSFW activity.



## **PUBLIC REVIEW & COMMENT**

TDLWD has developed the Annual AOP for PY2014 and is being submitted as a modification to the approved State Plan. TDLWD has provided the opportunity for all interested parties to review and comment on the draft PY13 Agricultural Outreach Plan. TOPS, migrant advocacy groups and agricultural employer organizations have been sent the draft plan and their comments were invited. The list of organizations to which the draft plan was sent is included below.

### **ORGANIZATIONS INVITED TO REVIEW THE DRAFT AGRICULTURAL OUTREACH PLAN**

Dyersburg/Dyer County Chamber of Commerce – Agribusiness Development  
Nashville Southern Migrant Legal Services  
Telamon Corporation – TN Migrant Head Start Program  
Tennessee Department of Agriculture  
Tennessee Department of Education – Migrant Education, Title I C  
Tennessee Department of Health  
Tennessee Opportunity Programs, Inc. (TOPS)  
USDOL – Wage and Hour Division  
University of Tennessee Extension Institute of Agriculture

The State Monitor Advocate was involved in development of the plan and approves the plan as drafted.



**STATE OF TENNESSEE**  
**Department of Labor & Workforce Development • Division of Workforce Services**  
**220 French Landing, Nashville, TN 37243 • Phone: (800) 255-5872**  
<http://www.tn.gov/labor-wfd/empwfd>